

FROM THE DESK OF

Gustav Heningburg

- ① See pages with edges turned down.
- ② An exhibit showing report format, include portion of report showing MBE/WBE participation
- ③ include TO stories from Selzer (2)

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CERTIFICATE OF EMPLOYEE INFORMATION REPORT

This is to certify that the employer listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-11.01-200, and the State Treasurer has approved said report. This approval will remain in effect for the period of:

15-AUG-1995

15-AUG-2002

GUSTAV HENINGBURG ASSOC., INC.
40 CLINTON ST. #700
NEWARK NJ 07102



State Treasurer

DURING THE TERM OF THIS CERTIFICATE, SHOULD THE TOTAL WORK FORCE OF THE COMPANY INCREASE TO 50 OR MORE EMPLOYEES, SAID COMPANY IS REQUIRED TO COMPLETE AND FILE AN UPDATED AFFIRMATIVE ACTION EMPLOYEE INFORMATION REPORT (AA302) WITH THE STATE OF NEW JERSEY, DEPARTMENT OF THE TREASURY, AFFIRMATIVE ACTION OFFICE, CN 209, TRENTON, NEW JERSEY 08625-209. TELEPHONE: 609-292-5475.



State of New Jersey

DEPARTMENT OF THE TREASURY

AFFIRMATIVE ACTION OFFICE

CN-209

TRENTON NJ 08625-0209

CHRISTINE TODD WHITMAN
Governor

BRIAN W. CLYMER
State Treasurer

Enclosed you will find a Certificate of Employee Information Report. This has been issued as a result of the successful completion of the Employee Information Report (AA-302) by an authorized representative of your company. Copies of this Certificate should be distributed to all facilities of your company or business firm, with the same federal identification number and company name, engaged in bidding on public contracts in New Jersey. The original Certificate should be retained by the contractor for the duration of its effectiveness.

On future successful bids, the contractor is to present a photocopy of this Certificate to the public agency entertaining bids within seven days after receipt of the notification of intent to award the contract or receipt of the contract, whichever is sooner. Failure to do so within the time limits prescribed will result in the bid being rejected as non-responsive.

This initial Certificate is approved for a period of seven years. As early as ninety days prior to expiration of the Certificate of Employee Information Report, the Affirmative Action Office will forward a renewal application. Upon approval of the renewal application, the Affirmative Action Office will issue a Certificate valid for a period of seven years.

As required, additional information and reports will be requested and our representatives will conduct periodic visits to monitor and evaluate the affirmative action progress of the contractor and provide technical assistance.

Should additional questions arise, please contact:

Affirmative Action Office
Department of the Treasury
CN209
Trenton, NJ 08625-0209

Telephone: 609-292-5475

(AA-01 Rev. 5/91)

Certification

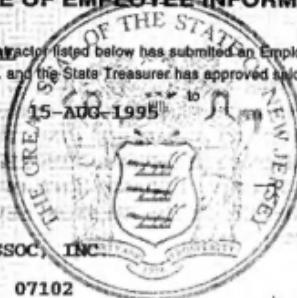
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CERTIFICATE OF EMPLOYEE INFORMATION REPORT

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of

15-AUG-1995 to

15-AUG-2002



GUSTAV HENINGBURG ASSOC., INC.
40 CLINTON ST. #700
NEWARK
NJ 07102



Brian W. P. Jones
State Treasurer



November 12, 1996



SMALL/DISADVANTAGED BUSINESS ENTERPRISE CERTIFICATION APPROVAL

Based upon review of your application for certification, Gustav Heningburg Associates, Inc., does meet the requirements for certification as a Disadvantaged Business Enterprise as defined by regulations of the U.S. Department of Transportation (49 CFR Part 23), and the policies of NJ TRANSIT.

Your certification number is 0007792M1193. Please refer to this number in any correspondence or inquiries.

This certification is valid for two years. If after two years you wish to continue your participation in NJ TRANSIT's program as a Disadvantaged Business Enterprise, you must contact this office for recertification submittal.

NJ TRANSIT reserves the right to withdraw this certification if at any time it is determined certification was knowingly obtained by false, misleading or incorrect information.

NJ TRANSIT also reserves the right to request additional information and/or conduct on-site visits at any time during the certification period to verify documentation submitted in the application for certification. By accepting certification, your firm hereby consents to the examination of its books, records and documents by NJ TRANSIT.

If there are any changes in the ownership, control or address of the firm during the certification period, you are required to notify this office immediately.

CERTIFICATION EXPIRES NOVEMBER 12, 1998

Signed:

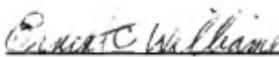


Sherry G. Clements

Title:

DBE Certification Representative

Signed:



Ernest C. Williams

Title:

Manager, S/D/M/WBE Programs

FILE

Newark

Sharpe James
Mayor

Office of Affirmative Action

920 Broad Street, Room B-25
Newark, New Jersey 07102
(201) 733-6394

Lynda J. Thomas
Manager

May 15, 1996

Mr. Gustav Heningburg
Gustav Heningburg Associates, Inc.
40 Clinton Street - Suite #700
Newark, New Jersey 07103

Dear Mr. Heningburg:

This letter is formal notification that your company's current certification was received and has met all requirements for acceptance in the **1996 MBE/WBE Set-Aside Program**.

Your company's name is registered with the **Office of Affirmative Action** and will be included in the:

X

CURRENT MBE/WBE CONSTRUCTION DIRECTORY

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CURRENT MBE/WBE GOODS AND SERVICES DIRECTORY

If you have any questions regarding the above status, please call (201) 733-8159 for assistance.

Thank you for participating in our program.

Sincerely,

Sydney Johnson

Sydney Johnson
MBE/WBE Coordinator



State of New Jersey
DEPARTMENT OF THE TREASURY

P.O. BOX 13226
STATE HOUSE
TRENTON, NEW JERSEY 08625

September 2, 1981

Mr. Gustav Heningburg, President
Gustav Heningburg Associates, Inc.
605 Broad Street, Suite 1500
Newark, New Jersey 07102

Dear Mr. Heningburg:

Your proposal dated August 12, 1981, to provide classification and referral services to construction projects under the jurisdiction of P.L. 1975, c. 127, meets our approval.

There is a need for viable minority and female referral agencies for the construction industry throughout the State. Your organization's expertise and experience is welcomed.

I am pleased to designate Heningburg Associates Inc., as an approved minority referral agency for construction projects, and look forward to a fruitful working relationship.

Sincerely,

Carl G. Briscoe
Carl G. Briscoe
Chief Affirmative Action Officer

GUSTAV HENINGBURG ASSOCIATES, INC.
Complete Client Listing
(Past & Present)

March 1986

Advanced Food Systems, Inc. - Somerset, NJ
Associated Professionals/Metro. Comprehensive Health Group - Newark, NJ
Benjamin Books, Inc. - Newark, NJ
Camden Regional Legal Services, Inc. - Camden, NJ
CBS Toys - Secaucus, NJ (formerly Ideal Toy Corporation)
City National Bank - Newark, NJ
Cliffside Health Centers - Cliffwood Beach, NJ
Comsoft, Inc. - Plainfield, NJ
County of Essex - Department of Planning & Economic Development
Dunn & Sons Maintenance Co. - Plainfield, NJ
Ebon Maintenance Services International - Newark, NJ
Ebony Services & Maintenance Corporation - Linden, NJ
Elrich Urban Renewal Associates, Inc. - Newark, NJ
Essex County College - Newark, NJ
Florence & John Schumann Foundation - Montclair, NJ
Foster Wheeler Energy Corp. - Livingston, NJ
Fugazy Express Inc. - New York, NY
H.F. Henderson Industries - West Caldwell, NJ
Highbeam Business Systems - Irvington, NJ
Marriott Hotel Corporation - Washington, DC
New Day, Inc. - Newark, NJ
Newark Specialty Company - Newark, NJ
Orange & Rockland Utilities, Inc. - Pearl River, NY

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GHA Complete Client Listing (

Page 2 of 2

PEOPLEXpress Airlines - Newark, NJ
Port Authority New York-New Jersey
State of New Jersey - Department of Energy
State of New Jersey - Division on International Trade
Supermarkets General Corporation - Woodbridge, NJ
True Transport, Inc. - Newark, NJ
T&T Shirt Art, Inc. - East Orange, NJ
University of Medicine & Dentistry of New Jersey - Newark, NJ

MEDIA CLIENTS

Amsterdam News (newspaper) - New York, NY
Star-Ledger (newspaper) - Newark, NJ
WNBC-TV (television) New York, NY
WNET/Channel 13 - New York City/Newark, NJ

GUSTAV HENINGBURG ASSOCIATES, INC.
CONSTRUCTION-RELATED CLIENT LISTING
(Past & Present)

March 1986

Camden Regional Legal Services - Camden Prison - Camden, NJ

County of Essex - Department of Planning & Economic Development
(Resource Recovery Facility) - Belleville/Newark, New Jersey

Essex County College - Gymnasium Construction, Newark, NJ

Essex County College - Renovation, West Essex Extension Center
West Caldwell, NJ

Foster Wheeler Energy Corp. - Livingston, NJ
Synthetic Fuels Plant, Memphis, TN

Marriott Hotel Corporation - Washington, DC - Construction of Airport
Hotel, Newark Int'l Airport

PEOPLEXpress Airlines - Completion of Terminal C, Newark Int'l
Airport

University of Medicine & Dentistry of NJ - Camden, NJ
University of Medicine & Dentistry of NJ - Newark, NJ
University of Medicine & Dentistry of NJ - Piscataway, NJ

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GUSTAV HENINGBURG ASSOCIATES, INC. is proud to announce that
Paul Gibson, Jr. has recently joined the firm as an Associate.

Paul is a former Vice President of American Airlines and
recently retired from the position of General Manager for
American Airlines in New Jersey.

He has been a Deputy Mayor for the City of New York and
Law Secretary to a Judge of the New York State Supreme Court.
From 1966 thru 1969 he served as Legislative Counsel to the
President of the New York City Council. During the early 50's
he worked with the New York City Housing Authority and with grass
roots community youth groups in the inner city.

Paul's broad range of experience in the aviation industry and in
politics, legal, and community affairs in the New York-New Jersey
Metropolitan Region adds a new dimension to the services that Gustav
Heningburg Associates will be able to provide to its clients.

REPORTING

GHA has developed computer programs specifically for the purpose
and contractor
of reporting minority worker participation on construction projects.

These reports are prepared monthly, showing total hours worked,
by contractor and by trade; minority hours by contractor and by trade;
and wages earned by minority workers; and the level of MBE/WBE
participation.

A copy of a report from another project is enclosed as Exhibit
IV. It illustrates the format of the reporting system.



- D. Develop standard operating procedures to be used in the bid process to assure appropriate minority opportunity.
- E. Provide information and technical assistance...where needed...to MBEs in areas of bid estimating, cost control analysis, financial projections, and other administrative and management skills as required.
- F. Identify non-contractor MBEs who provide construction-related services or products (security, trucking, banking, food services, etc.), and assure that they are provided the opportunity to compete for work related to the project.

MINORITY CRAFTSMEN PARTICIPATION

- A. Design and implement programs to assure that the requirement that ~~32%~~ of the man hours worked, by trade, will be successfully carried out, as required by affirmative action policies of the State of New Jersey.
- B. Assist the GC/Construction Manager and all subcontractors in achieving the ~~32%~~ craftsmen goals by meeting with all Business Agents of the Essex County Building Trades Council to encourage their cooperation in referring minority workers as required.
- C. To establish procedures to be followed by contractors, workers and the unions in the event the traditional referral sources are unable to provide sufficient minority personnel.
- D. To serve as an alternative referral source, if necessary, to all minority and non-minority contractors.
- E. Prepare all reports required regarding minority worker participation.